

DEPARTMENT OF FAIR EMPLOYMENT & HOUSING

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Department of Fair Employment and Housing Director Phyllis Cheng Issues Statement on Study Completed By The UCLA RAND Center For Law and Public Policy, California Employment Discrimination Law and Its Enforcement: The Fair Employment and Housing Act at 50

"The state's interest in ensuring a discrimination-free workplace and in promoting business prosperity is fundamental. Balancing them is the key to economic recovery. The UCLA-RAND study has credited Governor Arnold Schwarzenegger's administration for reforms that have increased the effectiveness and efficiency of civil rights enforcement. As the study notes, in addition to the adversarial process, other measures such as mediation and training can prevent discrimination from occurring. I am proud of the Department of Fair Employment and Housing's proactive approach, which has served employees and employers as well as expanded civil rights education and outreach throughout California.

There is always room for improvement. The report is a good start at analyzing how much the landscape has changed since the inception of the Fair Employment Housing Act."